

Operations Research/ Systems Analysis (FA49) Key Positions Brief

PURPOSE:

To establish key positions
within the Operations
Research/Systems Analysis
(FA49) functional area.

BACKGROUND

- The current DA PAM 600-3 (Commissioned Officer Development and Career Management) does not establish key positions within the FA49 functional area.
- All FA49 positions are functional area qualifying.
- The life cycle development model is general in nature and does not give specific guidance to officers on which assignments to seek for career progression to Colonel.
- Promotion boards receive broad guidance about what best qualifies an FA49 officer for promotion.

DISCUSSION

- **Essential OR Functions:**
 - Operational Analysis.
 - Resource Allocation & Programming.
 - Test & Evaluation.
- **Key FA 49 positions are those that are fundamental for career progression to Colonel. As such, those positions would require the incumbent to:**
 - Perform duties that are clearly aligned with and representative of the essential OR functions.
 - Lead critical analyses that support major Joint initiatives or Army priorities.
 - Manage a work program that has a broad scope and addresses a wide breadth of issues.
 - Be an active participant in the development of junior Operations Research/Systems Analysts.

RECOMMENDATION

- **All FA49 positions remain functional area qualifying.**
- **Identify key positions and update DA PAM 600-3:**
 - MAJ. No key positions.
 - Upon career field designation, FA49 Majors should focus on completing a master's degree and/or ORSA-MAC and functional area qualification of at least 24 months.
 - Prior to selection to LTC, FA49 Majors will have the opportunity to
 - Complete two functional area qualifying assignments
or
 - Attend advanced civil schooling and one functional area qualifying assignment.

RECOMMENDATION (cont.)

LTC

- Identify key positions using the definition on slide four as a guideline.
- LTC key positions should also include these characteristics:
 - Manage high dollar or high level projects and
 - Include supervisory or broad scope responsibilities
- COL
 - Identify key positions using the definition on slide four as a guideline.
 - COL key positions should also include these characteristics:
 - Manage high dollar and high level projects and
 - Include supervisory and broad scope responsibilities.

RECOMMENDATION (cont.)

- Key LTC positions: As of 11 April 2001
 - Team Chief, PAE(7): PDD(3), MAFPAD(2), ASPAD(1), RPAD(1).
 - Branch Chief, ODCSPER(4): Operations and Analysis, Resource Analysis, Officer Programs Objective Force, Enlisted Programs Objective Force.
 - Branch Chief, PERSCOM(1): Training & Analysis.
 - Team Chief, CAA(8): Campaign Analyst (1), Mobility Analyst (1), Logistics Analyst (2), Strategy Analyst (2), Resource Analyst (1), Intel Analyst (1).
 - Division Chief, USAREC(2): Requirements & Mission, Market & Operations Analysis
 - Senior Analyst TRAC(11): FLVN (5), WSMR (4), LEE (1), MTRY (1).
 - Senior Analyst, ODCSOPS (2): Resource & Integration Analysis (DAMO-ZR).
 - Senior Analyst, ODCSOPS (2): Tech Advisors (DAMO-ZD).
 - Branch Chief, USAREUR(1); ORSA Cell.
 - Military Assistant, DUSA-OR(3).

RECOMMENDATION (cont.)

- Senior Analyst, OASA(ALT) (2): Force & System Modernization Analysis.
- Deputy Tech Director, AEC(1).
- Branch Chief, OTC (2): Concept , Methodology Division.
- Assistant IG, CORPS HQ (3): I Corps, III Corps, XVIII Airborne Corps.
- Branch Chief, SOCOM (1): Program Strategy & Development.
- Branch Chief, JFC (1): Analysis Division.
- Branch Chief, CENTCOM (1): Assessment Division.
- Branch Chief, STRATCOM (1): Studies and Analysis.
- Branch Chief, USA ELM Korea (1): Chief, Operations Analysis.
- Land Forces Analyst, JCS, J8 (3). Warfighting Division.

RECOMMENDATION (cont.)

- Key COL positions (16): As of 27 June 2000
 - Div Chief, PAE (4): PDD, MAFPAD, ASPAD, RPAD.
 - Div Chief, ODCSPER: Strength Forecasting & Analysis.
 - Director, ODCSPER: Plans and Resources.
 - Div Chief, ODCSOPS: Plans and Resources.
 - Div Chief, SOCOM: Wargaming, Simulation, and Analysis.
 - Div Chief, JFC: Modeling and Simulation Development.
 - Div Chief, CENTCOM: Combat Analysis.
 - Div Chief, CAA (2): Force Strategy, Operational Capability. Assessment- Northeast Asia.
 - Div Chief, USAREC: PAE.
 - Deputy Director, TRAC.
 - Deputy Director AEC.
 - Division Chief, OASA (ALT): Force & System Modernization Analysis.

Conclusion

- Identifying key positions is the next step in improving FA49 under OPMS XXI.
- Officers who perform well in key positions will be the best qualified for promotion to COL.
- Officers will have a more clearly defined path to success.
- Officers will be motivated to move to key positions to enhance their promotion potential.
- Officers who choose not to move to key positions will be making an informed choice on their potential for promotion to COL.
- Key positions must be clearly identified in DA PAM 600-3.